

Name of GOCC: BASES CONVERSION AND DEVELOPMENT AUTHORITY

Board Member Position*	Compensation Items	Legal Basis	Amount (PhP)	Remarks
President/CEO	Salary	OP Approval	3,588,000	
	PERA/ADCOM		12,000.00	
	Food Subsidy		3,000/month	
	Amelioration Allowance		439,705.88	
	Clothing/Uniform		5,000.00	
	Medical Benefits		Actual Reimbursement	
	Educational Subsidy		299,000.00	
	PEB/PIB/PEI		5,000.00	
	Gift Check		439,705.88	
	Anniversary Bonus		3,000.00	
	13th Month Pay		299,000.00	
	Cash Gift		5,000.00	
	Board Meeting Per Diem		E.O. No. 24 Classification "B"	480,000.00
	Committee Meeting Per Diem	288,000.00		
	PBI	GCG Memo Circular on PBI	768,000.00	
Chairman	Board Meeting Per Diem	E.O. No. 24 Classification "B"	576,000.00	
	Committee Meeting Per Diem		288,000.00	
	Transportation Allowance		120,000.00	
	Representation Allowance		120,000.00	
	PBI	GCG Memo Circular on PBI	864,000.00	
Appointive Member	Board Meeting Per Diem	E.O. No. 24 Classification "B"	480,000.00	
	Committee Meeting Per Diem		288,000.00	
	Transportation Allowance		120,000.00	
	Representation Allowance		120,000.00	
	PBI	GCG Memo Circular on PBI	768,000.00	

Notes:

*Position and not name of Board Member

-If a particular compensation item is not applicable to a particular Board Member, kindly put under the Remarks column

-For the CEO position, kindly include all compensation items that the CEO is entitled to receive

COMPENSATION FOR OFFICERS FOR CALENDAR YEAR 2016											
Position/Title	SG	Basic Salary		Benefits		TCF		PBB for 2015		No of Officers	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
PCEO (Dizon 8/15-12/31, 2016)	31	-	1,372,681.82	-	873,568.91	-	2,246,250.73	-	-	1	2,246,250.73
PCEO (Casanova 1/1-8/14, 2016)		-	2,093,000.00	-	2,248,946.95	-	4,341,946.95	-	-		4,341,946.95
EVP	30	-	3,488,054.00	-	3,114,495.66	-	6,602,549.66	-	-	1	6,602,549.66
VP	29	1,578,732.00	2,206,008.00	1,473,733.22	2,217,855.73	3,052,465.22	4,423,863.73	-	-	2	7,524,991.95
LIST OF BENEFITS											
Name of Benefit		Amount per Officer	Coverage	Legal Basis							
PERA		Php 500/month	Given to all employees occupying plantilla positions	DBM Budget Circular No. 4 dtd 6/28/91; DBM Budget Circular No. 12 dtd. 4/7/97							
ACA		Php 500/month	Given to all employees occupying plantilla positions	AO No. 53 dtd. 5/17/93; DBM Budget Circular No. 17, dtd. 2/24/99							
Meal Allowance		Php 500/month	Given to all permanent and contractual employees	OP Approval							
Rice Subsidy		1 sack of rice/month	Given to regular and contractual employees at the prevailing market price	OP Approval							
Representation Allowance (monthly)			PCEO - none; EVP - 11,000; VP - 10,000	National Budget Circular No. 2013-548							
Transportation Allowance (monthly)			PCEO - none; EVP - none; VP - none (provided with service vehicles)	National Budget Circular No. 2013-548							
BCDA Anniversary Bonus		Php 3000	Given to all permanent and contractual employees	OP Approval							
Educational Subsidy		1 month basic pay subject to the submission of official receipts	Given to all permanent employees	OP Approval; BCDA Board Resolution No. 2001-07-112							
Clothing Allowance		Php 5,000 or 4 sets of RTW uniforms	Given to all permanent and contractual employees	OP Approval; DBM Budget Circular No. 2012-1							
Mid-year Economic Improvement Allowance (Amelioration Allowance)		1 month basic pay or Php 50,000.00, whichever is higher, net of taxes	Given to all permanent and contractual employees	OP Approval; BCDA Board Resolution No. 2007-12-244							
13th Month Pay & Cash Gift		1 month basic pay and Php 5,000.00 Cash Gift	As per DBM Circular No. 2010-01	DBM Circular No. 2010-01							

Performance-Based Bonus (PBB)		As per GCG MC No. 2013-05 (Re-issued)	As per GCG MC No. 2013-05 (Re-issued)	GCG MC No. 2013-05 (Re-issued)							
Productivity Enhancement Incentive (PEI)		Php 5000	As per DBM/GCG guidelines	Subject to DBM/GCG guidelines							
Annual Gift Check		1 month basic pay or Php 50,000.00, whichever is higher, net of taxes	Given to all permanent and contractual employees	OP Approval; BCDA Board Resolution No. 2007-11-217							
Loyalty Award		Php 10,000.00 on the 10 th year anniversary of the employee; Php 5,000.00 every 5th year anniversary after the 10 th year	Given to all eligible permanent employees	OP Approval; BCDA Board resolution no. 2007-12-244							
Group Term Insurance		Insurance Premiums for yearly coverage	Given to all permanent and contractual employees	OP Approval							
Health Care & Medical Benefits		HMO premium; Maternity benefits (Php15,000 for normal delivery; Php30,000 for caesarian delivery); Dental/Optical expenses (6,000.00/year); Full reimbursement of complete diagnostic test; Reimbursement of other medical expenses (max. of P10,000 for personnel with non-chronic conditions; max. of P20,000 for personnel with chronic conditions); Plus additional 50% of actual medical expenses beyond the reimbursable limit for VPs & full reimbursement for EVP/PCEO	Given to all permanent employees	OP Approval; BCDA Board Resolution Nos. 2008-05-094 & 2010-12-252							
Provident Fund/Housing Fund		15% of basic pay	Given to all employees with SG 20 & above	OP Approval							
Car Plan Subsidy			300,000.00 (VP); 475,000.00 (EVP & PCEO) Annualized for 5 years (subject to availability of funds); 50% of insurance and registration; subject to availability of funds	OP Approval dated August 1998; BCDA Board Resolution No. 98-08-90							

